

SYSTEM AND METHOD FOR IMPLEMENTING TECHNICAL CHANGE IN AN ORGANIZATION HAVING MULTIPLE HIERARCHIES

Abstract

5 A system and method for implementing technical change in an
organization having multiple hierarchies. Specifically, the present invention
provides an analysis system that predicts a response to technical change. Based
on the response, corrective actions can be implemented to minimize or eliminate
any adverse reaction to the change. To predict the response, the analysis system
10 will query selected hierarchies in the organization. Based on a set of responses to
the queries, a baseline response is determined. The baseline line response is then
quantified into a raw score and modified to yield a skill score. The skill score is
then compared to a required or "normal" score to determine any difference
between the two. Based on the difference, the potential response to the technical
15 change can be determined.